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899 - ENVIRONMENTAL SERVICES SCHEDULE PRICELIST

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Contract Number: GS-10F-0263R

Effective Date: March 29, 2005 – March 28, 2015

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Product Descriptions for 899-1 and Recovery Item 899-1RC:
Environmental Planning Services & Documentation

- Archaeological Inventory, Evaluation and Mitigation (Phase I, II, and III)
- Resource Management Plans (Cultural, Archaeological, Historical)
- Cultural, Archaeological and Historical Studies, Consultations and Evaluations
- Underwater Archaeological Studies
- Interpretive Planning
- Design and Installation of Interpretive Exhibits
- Architectural Inventory and Evaluation
- Aerial and Satellite Remote Sensing, Ground Penetrating Radar and Magnetometer Surveys

Product Descriptions for 899-7 Recovery Item 899-7RC:
Geographic Information System (GIS)

- Natural Resource Planning using GIS
- Site Selection with GIS
- Emergency Preparedness with GIS
- Planning with use of GIS
- GIS Topographic Data
- GIS 3D/4D Interactive Visualization Packages
- GIS Mapping and Cartography

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Project/Contract Name:

The Development of Protocols Based on High Resolution Multi-Parameter Radar Images and Digital Topographic Data for the Targeting of Potential Archaeological and Cultural Resources. This contract was with the National Aeronautics and Space Administration (NASA) California Institute of Technology Jet Propulsion Laboratory (JPL).

Project Description
Under the terms of the contract, CSRM provided the following:

- *Collaboration in the production of research and project design, including: data collection, examination of relevant technical and archaeological literature, design and supervision of field sessions, ground truthing protocols, and identification of signatures in remote sensing imagery. CSRM provided a report summarizing data collection activities.*

- *General project management of all activities conducted by non-JPL personnel, such as: setting project milestones in collaboration with JPL; tracking progress; and insuring timely and satisfactory completion of all assigned projects.*

- *Construction of the geographical information system (GIS) into which, radar imagery and other remote sensing imagery will be placed in order to establish signatures for a variety of archaeological sites; and enhancement of the GIS as new imagery is produced. CSRM provided a report summarizing the status of the GIS.*

- *Conducting and coordinating imagery analysis.*

- *Constructing and refining, on the basis of research results, an archaeological model for San Clemente Island in which the locations of sites by type are predicted. CSRM provided a report containing the model.*

- *Conducting statistical analyses of site distribution and the distribution of features that are secondary indicators of site location (e.g., vegetative and soil models).*

- *Overseeing all field work to ground truth anomalies, i.e., to identify features observed in remote sensing imagery, and to categorize the archaeological sites found. CSRM provided a report outlining the archaeological sites by category.*

- *Drafting final report for approval by the NASA California Institute of Technology Jet Propulsion Laboratory (JPL).*

Project/Contract Name:
Implementation of Petra Archaeological Park Site Operating Plan. This contract was with the Ministry of Tourism and Antiquities, The Hashemite Kingdom of Jordan.

Project Description
The contract was to accomplish basic implementation of the Petra Operating Plan. The Principal of CSRM wrote the Petra Operating Plan in 2000, with input from a team of US National Park Service superintendents and a senior advisor to the US National Park Service Director.

Under the terms of the implementation contract, CSRM placed three (3) recently retired US National Park Service Park Superintendents and one (1) recently retired National Park Service Regional Scientist in Wadi Musa, Jordan to work on a daily basis with the management team at Petra Archaeological Park, and with other government organizations and NGSs that are involved in the management of Petra. The three former superintendents were of National Parks that are similar to Petra in respect to environment and management issues (e.g., all parks deal closely with traditional indigenous groups and contain important archeological resources). Advisors spent approximately 25% of their time advising the Park Director, and 75% of their time advising the Division Chief to which they were assigned. Division Chiefs were for the following divisions:

Resource Management, which includes:

- *Archaeological research and monitoring.*
- *Conservation of structures and artifacts and curation of artifacts.*
- *Natural resource research and management.*

Administrative and financial Affairs, including:

- *Personnel and*
- *Training*

Planning and Technical services; which includes:

- *Planning Permits,*
- *Arranging commercial services,*
- *Contract coordination*
- *Community liaison, and*
- *Community surveys*

Visitor Services, encompassing:

- *Law enforcement*
- *Ranger activities including emergency medical services and search and rescue*
- *Operation of a visitor center*
- *Interpretation and presentation of the site to visitors*
- *Visitor education and development of school curricula*
- *Maintenance of the site, buildings, and equipment*

During the contract, key staff were hired; salaries for all park staff were reviewed and salaries for key positions were increased in order to attract and retain qualified personnel (salaries for other positions will be increased in the future); key staff were trained and also trained to train persons within the functional units for which they have responsibility; the park visitor center and interpretive programs were upgraded; park logos and uniforms were designed and are in production; park rangers were trained in search and rescue and first aid; and numerous other enhancements to park operations were made or are underway. As importantly, roles and responsibilities among the organizations with strong interests in and responsibilities for aspects of Petra park operations ere clarified and formalized.

Prices Effective 29 June, 2010 – 28 June 2015

Labor Category	Rates / Hour
Principal	$190.39
Archaeologist PI	$68.54
Archaeologist FD	$55.85
Archaeologist Crew Chief	$40.62
Archaeologist Crew I	$77.16
Archaeologist Crew II	$63.85
Archaeologist Crew III	$58.36
Historian I	$112.97
Historian II	$76.16
Architectural Historian I	$102.81
Architectural Historian II	$76.16
GIS Specialist I	$50.77
GIS Specialist II	$40.62
Administrative Assistant I	$50.15
Administrative Assistant II	$45.56
Administrative Assistant III	$41.17
Park Management Specialist	$152.31

Natural Resources Specialist	$76.16
Planner V	$38.08
Planner IV	$44.42
Planner III	$53.31
Planner II	$67.27
Planner I	$78.70
Supervisory Planner	$93.93
Geophysicist IV	$38.08
Geophysicist III	$44.42
Geophysicist II	$53.31
Geophysicist I	$67.27
Natural Resource Specialist III	$38.08
Natural Resource Specialist II	$44.42
Natural Resource Specialist I	$53.31
Senior Archaeological Historian	$78.70
Senior Historian	$78.70
Administrative Officer	$44.42
Cultural Anthropologist III	$53.31
Cultural Anthropologist II	$67.27
Cultural Anthropologist I	$78.70
Remote Sensing Specialist II	$67.27
Remote Sensing Specialist I	$78.70

Description of Labor Categories follows below:

Labor Category	Duties/Responsibilities	Training in applicable subject areas	Education.	Experience/ Requirements
Principal	* Direct and coordinate an organization's financial and budget activities in order to fund operations, maximize investments, and increase efficiency. * Confer with board members, organization officials, and staff members to discuss issues, coordinate activities, and resolve problems. * Analyze operations to evaluate * Direct and coordinate an organization's financial and budget activities in order to fund operations, maximize investments, and increase efficiency. * Confer with board members, organization officials, and staff members to discuss issues, coordinate activities, and resolve problems. * Analyze operations to evaluate returns on investments, and to increase productivity. * Prepare budgets for approval, including those for funding and implementation of programs. * Direct and coordinate activities of businesses or departments concerned with production, pricing, sales, and/or distribution of products. * Negotiate or approve contracts and agreements with suppliers, distributors, federal and state agencies, and other organizational entities. * Review reports submitted by staff members in order to recommend approval or to suggest changes. * Appoint department heads or managers, and assign or delegate responsibilities to them. * Direct human resources activities, including the approval of human resource plans and activities, the selection of directors and other high-level staff, and establishment and organization of major departments	Must have previous project management experience	A doctorate in Anthropology, Archaeology, Cultural Resources Management, History, or closely related field.	**10 years of experience**, including supervision of archival, field, and laboratory research, and reporting. Must have previous project management experience, with an ability to work on multiple projects. Prefer experience in cultural resources management with a working knowledge of federal and state cultural resources regulatory compliance. Must meet the U.S. Secretary of the Interior's Professional Qualifications for an archaeologist. Archaeologists must qualify as a Registered Professional Archaeologist
Archaeologist PI	The Archaeological Principal Investigator role is for managers responsible for planning, directing, and administering several complex preservation programs within a geographic area and/or directing multiple statewide programs. Responsibilities include the management of historic resources environmental review; projects and programs to identify and register historic properties; grants and proposals; technical negotiations; providing expert testimony and technical guidance; designation and/or appropriate treatment of historic resources and artifactual and archival data collections.	Training in applicable subject areas	A graduate degree in archaeology or anthropology	**At least five years of CRM experience**, knowledge of federal and state preservation law, ability to manage multiple projects, superior verbal and written communication skills, computer literacy, established track record of research in the archaeology of the northeastern United States, and strong analytical skills. Certification by the Register of Professional Archaeologists demonstrates previous requirements.
Archaeologist Field Director	The field director will supervise fieldwork if the PI is not directing the project in the field. A professional in historic archeology shall have at least one year of full-time professional experience at a supervisory level in the study of archeological resources of the historic period	Training in applicable subject areas	An M.A.	A proven capability to write quality reports within established deadlines; at least **three years experience** in Phase I prehistoric and historic surveys and Phase II evaluations in the Mid-Atlantic region conducted for compliance with Section 106 of the National Historic Preservation Act; and demonstrated skill in the use of GPS and GIS technology.
Archaeologist Crew Chief	The incumbent is responsible for conducting archaeological surveys in areas where land management activities are planned. Assists in the supervision of an archaeological technician field crew. Prepares site reports and inventory reports, including site and survey map generation. The incumbent will be responsible for organizing and designing inventory strategies and for determining the eligibility of historical properties for the National Register of Historic Places.	Training in applicable subject areas	A bachelor's degree in archeology, anthropology, or closely related field.	One or more years experience.
Archaeologist Crew I	Serves as lead archeological technician, under the general supervision of field director/crew chief archaeologist, and performs skilled tasks at archaeological field sites. Conducts hand excavations, completes plan and profile maps of excavated units, and completes standard feature and level forms, screens soils to recover artifacts. Perform flotation of soil samples, and shovel testing. Packages/labels archaeological artifacts. Maintains field equipment and supplies. Conducts inventories of forest cultural resources in areas of proposed forest service projects. Researchers reference materials such as state and national register files, historic documents, and archaeological remains. Identifies and records historic and prehistoric cultural resource sites. Prepares Archeological	Training in applicable subject areas	A bachelor's degree in anthropology, archaeology, or a related field and completion of an archaeological field school.	Two years experience.

	Reconnaissance Reports (AAR's) and maps.Insures that archeology work assignments are carried out in safe, timely manner according to established standards and procedures. Maintains the Archeological Reconnaissance schedule by estimating and reporting an expected time of completion of each project and updating the project planning board. Reviews work in progress to see that standards for pre-field research, survey design, site recording, graphics and final report are being met. Advises other employees on methods of cultural resource inventory and provides written instructions, research materials and supplies to all involved in planning and operation of natural resource activities. Provides site recording and implements field data strategies. Provides leadership to at least two lower graded Archeological Aids or Technicians. Leadership responsibilities are regular and recurring and occupy about 25 percent of the work time. As crew leader assures the work assignments of employees are carried out. Assigns tasks, monitors status, and assures timely accomplishment of workload. Instructs employees in special tasks and job techniques. Checks work in progress and amends or rejects work not meeting established standards. Reports performance, progress, etc., of employees to supervisor.			
Archaeologist Crew II	Under the general supervision of field director/project archaeologist, performs skilled tasks. Conducts hand excavations, completes plan and profile maps of excavated units	Training in applicable subject areas	A bachelor's degree in anthropology, archaeology, or a related field.	One year experience.
Archaeologist Crew III	Under the direct supervision of archaeological crew chiefs and under the general supervision of field director/project archaeologist performs unskilled and semi- skilled tasks at archaeological field sites. Assists crew chief in activities associated with the excavation of project areas and found features. Walks over project searching for archaeological materials such as historic and prehistoric remains. Excavates, screens, back-fills excavated areas. Assists in preparation of sketch maps and forms, and field photography. Conducts simple surveys using compass, topographical map and aerial photographs. Determine the exact locations of sites and marks them on maps and/or aerial photographs. Records information on archeological site survey form and prepares simple reports. Cleans, packages, and labels artifacts recovered from inventories and excavations and assists in the flotation of soil samples.	Training in applicable subject areas	A bachelor's degree in anthropology, archaeology, or a related field	Completion of an archaeological field school. **No other experience required**.
Historian I	Must be able to utilize many sources of information in conducting research, including government and institutional records, newspapers and other periodicals, photographs, interviews, films, and unpublished manuscripts such as personal diaries and letters. Historians usually specialize in a country or region, a particular period, or a particular field, such as social, intellectual, cultural, political, or diplomatic history.	Training in applicable subject areas	A Ph.D. in anthropology, archaeology, or a related field	Five years of experience required.
Historian II	Conduct historical research as a basis for the identification, conservation, and reconstruction of historic places and materials. Duties may include: archival and field research and inspections; drafting and/or editing manuscripts, technical or status reports, publications, and factual description texts of landmarks and historical properties; preparing project plans and monitoring grants and contracted work; recovering and examining artifacts and data; and, providing technical assistance in a specific area or on a wide range of programs.	Training in applicable subject areas	A MA/MS degree in history or closely related field; or a bachelor's degree in history or closely related field.	**At least two years of full-time experience** in research, writing, teaching, interpretation, or other demonstrable professional activity with an academic institution, historic organization or agency, museum, or other professional institution; **or -Substantial contribution through research and publication to the body of scholarly knowledge in the field of history.**

Architect-ural Historian I	This is the single class in the Architectural Historian series which focuses on the identification, evaluation, registration, management, protection, preservation and conservation of architectural resources of historic and cultural significance. This includes reviewing and interpreting related policy, regulations, and compliance requirements: conducting and overseeing the collection and analysis of technical data on historic buildings, structures, districts and landscape architectural resources; researching technical data to support evaluation; maintaining project information and preparing status reports; reviewing permit or grant applications for presentation to review panels; and making technical recommendations on preservation practices to local, state, and federal authorities, non-profit organizations and citizens. Experienced in the application of technical historic preservation principles to architectural resources.	Training in applicable subject areas	Ph. D. from an accredited college or university with major course work in architectur al history, architectur e, historic preservatio n or related disciplines is required.	Two or more years experience. An equivalent combination of training and experience indicating possession of the preceding knowledge, skills an education and experience.
Architect-ural Historian II	Ability to focus on the identification, evaluation, registration, management, protection, preservation and conservation of architectural resources of historic and cultural significance. This includes reviewing and interpreting related policy, regulations, and compliance requirements: conducting and overseeing the collection and analysis of technical data on historic buildings, structures, districts and landscape architectural resources; researching technical data to support evaluation; maintaining project information and preparing status reports; reviewing permit or grant applications for presentation to review panels; and making technical recommendations on preservation practices to local, state, and federal authorities, non-profit organizations and citizens. Ability to apply the technical historic preservation principles to architectural resources. Required qualifications include: 1) Comprehensive knowledge of architectural protection and management principles, including applicable state and federal laws and regulations; 2) knowledge and experience working with historic architectural resources in region of project; 3) ability to conduct historic building surveys and evaluate survey reports; and 4) the ability to make determinations of National Register of Historic Places eligibility	Training in applicable subject areas	MA/MS from an accredited college or university with major course work in architectur al history, architectur e, historic preservatio n or related disciplines is required.	One or more years experience.
GIS Specialist I	Designs GIS databases and cultural resource management or decision support databases for a variety of applications and levels of expertise, and for one computer or a network of linked systems; coordinates and facilitates database development by conducting user needs/requirements queries; analyzing results of queries, data inventories and metadata, future technologies and data acquisition plans; organizing data management meetings, and developing informal and formal agreements for data sharing and development; Keeps abreast of, evaluates, and appropriately applies newest technologies and techniques of data acquisition and production, and evaluates new data products; Employs advanced remote sensing and geographical analysis techniques to derive required data; develops data management tools, user interfaces, and techniques for better management access and integration of data and databases; Customizes data models, analysis techniques, and Statistics and spatial statistic algorithms and software for GIS and management decision support; translates GIS generated results into external statistical and mathematical models for further analysis or aggregation at a larger scale. Has the ability to provide system administration for GIS operations, perform advanced spatial analysis techniques to solve mapping problems, and write programs using languages such as Visual Basic, AML, Avenue, HTML, and Cold Fusion.	Training in applicable subject areas	Requires an AS degree and six years experience or a BS\BA degree.	Six years experience with an AS degree One year experience with a BS/BA degree.

GIS Specialist II	Designs GIS databases, applications, and output; identifies data needs and sources, acquires appropriate data; employs interpretation techniques and geometric corrections to input and integrate historical maps, archeological features, and cultural landscape data into the GIS for analysis; designs data and metadata for publishing and archiving; creates scripts/shells to optimize system capabilities; helps maintain computer system and network connectivity. Requires technical knowledge and competency of the principles, methods, and techniques of geography, cartography, and civil engineering technology. Requires a working knowledge of ARC/INFO and Arc View. Requires a working knowledge of the operations of GIS Workstations. Requires advanced math skills at least to the level of geometry and trigonometry	Training in applicable subject areas	Requires an AS degree.	Two years experience required.
Remote Sensing Specialist I	Typical tasks include orthorectification, texture analysis, supervised classification, and pixel averaging. Experience in the analysis of multi-spectral images is a requirement, and experience in the analysis of radar and hyper spectral imagery is highly desirable. A background in archaeology, cultural resource management, ecology, or a related field is also highly desirable. While most work will be conducted at a computer, participation in field sessions conducted under primitive conditions may be necessary. The successful candidate will supply written references that document a positive attitude, a strong work ethic, and a passionate commitment to research and finding solutions to complex and challenging problems. In addition to meeting the requirements for Remote Sensing Specialist II, applicants must be skilled in the use of Erdas IMAGINE, ENVI, and ESRI ArcGIS software, and be proficient in the use of Excel, Access, and Adobe Photoshop.	Training in applicable subject areas	The position requires a bachelor's degree (or equivalent work experience	Two or more years experience.
Remote Sensing Specialist II	This individual shall develop and build databases for remote sensing and related GIS projects; develop, implement, and apply strategies for collection and analysis of field data in support of project goals; and compile and synthesize a variety of geographic data. This individual shall perform accuracy assessment methodologies for remote sensing, image analysis, map production, and field data collection; perform remote sensing classifications, mapping, and inventorying tasks; and integrate GIS and ancillary data sources into project design and analysis.	Training in applicable subject areas	The position requires a bachelor's degree (or equivalent work experience	One year of specialized work experience in remote sensing applications.
Administrative Assistant I	This is the journey level class in the Administrative Assistant classification series. Incumbents are expected to exercise independent judgment based upon departmental policies, procedures, and regulations and interpret and apply them within clearly defined parameters. Provide high-level administrative support by conducting research, preparing statistical reports, handling information requests, and performing clerical functions such as preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings. May also train and supervise lower-level clerical staff. Receives supervision from management staff. Experience with the operations of cultural resource management is a plus.	Training in applicable subject areas	Minimum requirements include a bachelor's degree from an accredited university.	Two or more years experience required.
Administrative Assistant II	This job class performs a wide variety of complex and responsible clerical/secretarial and operational support functions. Employees in this classification are characterized as journey level clerical/secretarial support and possess intermediate knowledge of office methods, regulations, and procedures.	Training in applicable subject areas	Minimum requirements include a bachelor's degree from an accredited university.	One year or more experience required.
Administrative Assistant III	Under supervision, to provide a variety of clerical and administrative office support duties, including receptionist and customer service duties; public contact work; document preparation, file maintenance, data entry, word processing; and basic clerical accounting support to an assigned	Training in applicable subject areas	Minimum requirements include a bachelor's	No experience required.

	department; and to perform other related duties as assigned.		degree from an accredited university.	
Park Management Specialist	Manage and direct diverse activities and programs that together provide overall management of a park area. Must possess the following: Knowledge of the principles and practices of park and recreation management; Knowledge of resource management principles, methods, and practices; Knowledge of the principles and methods of organization and management; Knowledge of the principles and practices of public administration; Ability to plan and coordinate the work of subordinate personnel; Ability to supervise, evaluate and counsel employees; Ability to analyze programs and evaluate their performance against established objectives; Ability to prepare clear, concise financial and administrative reports; Ability to evaluate, refine and consolidate budget requests; Ability to use a personal computer, applicable software and peripheral equipment; Ability to work effectively in a group of both peers and subordinates; Ability to keep abreast of developments in the field; Ability to establish and maintain effective working relationships with employees and the public.	Training in applicable subject areas	Graduation from an accredited four-year college or university with a degree in recreation and park management, resource management, or other closely related field;	Five or more years of progressively responsible experience in park-related work, including responsible administrative/managerial experience.
Natural Resource Specialist	With minimal direction from supervisor, plans & administers recreation program activities. Manages or assists in the management of real property that is federally owned, owned by North American Indian tribes or tribal members, leased or held, or acquired through default of federally insured loans or through other federal programs. Grants easements, or issues leases, licenses, & permits for a variety of uses, both public and private, for rural property, undeveloped land, forest, or timberland, & associated mineral, timber, grazing, air, or water rights. Duties may include coordinating land use authorizations, such as federal mineral lease or special uses. Identifies unauthorized use of federally controlled property. Conducts inventories, utilization surveys, and/or compliance inspections. Resolves problems, including referring disputes for court actions. Participates in, coordinates, and/or manages natural resources programs & projects. Participates in the development of natural resource plans and policies for the organization. Prepares reports & analyses that assess environmental conditions & impacts, such as biological opinions, evaluations, listing documents, endangered species recovery plans, and/or habitat conservation plans. Writes and/or reviews site-specific mitigating measures for environmental assessments & environmental impact statements. Works independently.	Training in applicable subject areas	MA/MS in an accredited college/university with at least 24 semester/36 quarter hrs in biological sciences, agriculture, natural resource management, chemistry, or related disciplines appropriate to position.	5 years experience.
Planner V	Entry level position. Assists more experienced planners in developing comprehensive plans and programs for use of land, resource protection, and physical facilities areas. Employees at this level develop and apply: -- A basic knowledge of planning in such related fields as geography, economics, political science, engineering, architecture, sociology, and public administration; -- The ability to understand the interrelationship of task assignments, agency policies, and the planning process; -- The ability to recognize or accept the viewpoints of others; -- The ability to exercise tact and patience in dealing with problems and viewpoints; and -- The ability to draft descriptive factual background	Training in applicable subject areas	A four-year degree in planning or a related field.	Entry level. No experience required.

	memoranda or summaries.			
Planner IV	Entry level position. Assists more experienced planners in developing comprehensive plans and programs for use of land, resource protection, and physical facilities areas.	Training in applicable subject areas	A four-year degree in planning or a related field.	2 Years Experience required.
Planner III	Under supervision of more experienced planner, develops comprehensive plans and programs for use of land, resource protection, and physical facilities areas.	Training in applicable subject areas	A four-year degree in planning or a related field	3 Years experience required
Planner II	Under supervision of more experienced planner, develops comprehensive plans and programs for use of land, resource protection, and physical facilities areas. Plans are reviewed by expert planners. Plans include long-range objectives to cope with growth and change. Incumbent is primary contact with affected communities, and oversees surveys and site inspections; the compiling and analysis of information on physical, economic, social, legal, political, cultural and environmental factors which affect land use. Incumbent both develops and evaluates proposals in terms of benefits and costs, and recommend how schemes can be carried out.	Training in applicable subject areas	A four-year degree in planning or a related field	5 Years experience required.
Planner I	Independently develops comprehensive plans and programs for use of land, resource protection, and physical facilities areas. Plans are reviewed by expert planners. Plans include long-range objectives to cope with growth and change. Incumbent is primary contact with affected communities, and oversees surveys and site inspections; the compiling and analysis of information on physical, economic, social, legal, political, cultural and environmental factors which affect land use. Incumbent both develops and evaluates proposals in terms of benefits and costs, and recommend how schemes can be carried out.	Training in applicable subject areas	A four-year degree in planning or a related field	10 Years experience required.
Supervisory Planner	Oversees development of and reviews comprehensive plans and programs for use of land, resource protection, and physical facilities areas. Plans include long-range objectives to cope with growth and change. Incumbent is primary contact with affected communities, and oversees surveys and site inspections; the compiling and analysis of information on physical, economic, social, legal, political, cultural and environmental factors which affect land use. Incumbent both develops and evaluates proposals in terms of benefits and costs, and recommend how schemes can be carried out.	Training in applicable subject areas	A four-year degree in planning or a related field	12 Years experience required.
Geophysicist IV	Handling various types of sensitive instruments used in the measurement of geophysical phenomena, recording readings or measurements, and performing mathematical computations. receiving clear, specific, and detailed instructions as to the methods, procedures, and guidelines to use and would have required knowledge of the basic principles and techniques of geophysics or physics, and mathematics.	Training in applicable subject areas	A.) Successful completion of a full 4-year course of study in an accredited college or university leading to a bachelor's or higher degree that included at least 30 semester hours in mathematics (including calculus)	Entry level position. No experience required.

			and the physical sciences (geophysics, physics, engineering, geology, astronomy, meteorology, electronics, etc.). **OR** B) combination of education and experience ... at least 30 semester hours in mathematics (including calculus) and the physical sciences (geophysics, physics, engineering, geology, astronomy, meteorology, electronics, etc.), plus appropriate experience and/or additional education for a total of 4 years. The education or combined education and experience must be comparable in type, scope and thoroughness to that acquired through successful completion of a 4-year course of study as described in A) above.	

Geophysicist III	Performs a variety of observations, computations, compilations and analyses in assisting higher level Geophysicists in carrying out geophysical assignments. following established methods and procedures, or detailed instructions; using some judgment in applying basic principles and procedures, and requires a good general working knowledge of the principles and the theories of geophysics or physics, and mathematics and a good knowledge of the methods and techniques involved in the investigation and measurement of geophysical phenomena.	Training in applicable subject areas.	Geophysicist IV education requirements, plus A) 1 year of successfully completed graduate level education (18 semester hours, 27 quarter hours or the equivalent) in geophysics or other directly related field of study if it provided the knowledge, skills and abilities necessary to do the work of this position. **OR** B) Superior Academic Achievement based on undergraduate study	One year of appropriate professional experience
Geophysicist II	Independent responsibility for a well-defined study or for a phase of a larger study that required the planning and carrying out of routine geophysical work. select and make minor adaptations to procedures and accepted practices and handle unexpected conditions arising in the normal course of the work. a sound working knowledge of the principles of geophysics and the ability to independently perform moderately difficult and responsible scientific work.	Training in applicable subject areas.	Geophysicist III education requirements, plus 2 years of progressively higher-level graduate education (36 semester hours, 54 quarter hours or the equivalent) leading to a master's degree in geophysics or other directly related	**Two** years of appropriate professional experience

			field of study or master's or equivalent graduate degree in geophysics or other directly related field of study if provided the knowledge, skills and abilities necessary to do the work of this position.	
Geophysicist I	Planning and executing complex geophysical studies, which usually involved intensive investigations into recognized phenomena. Work would have typically involved conventional methods & techniques though it required going beyond clear precedents, and required adapting methods to the problems at hand and interpreting findings in terms of their scientific significance. have a very good knowledge of the principles of geophysics and their application, and the ability to independently perform scientific work of considerable difficulty.	Training in applicable subject areas.	Geophysicist II education requirements, plus A) 3 years of progressively higher level graduate education (54 semester hours, 81 quarter hours or the equivalent) leading to a Ph.D. degree in geophysics or other directly related field of study or Ph.D. or equivalent doctoral degree in geophysics or other directly related field of study if it provided the knowledge, skills and abilities necessary to do the work of this position.	Three years of appropriate professional experience in geophysics.

Natural Resource Specialist III	Conducts surveys and studies and gathers information for forestry land use projects. Work involves the gathering and compiling of information and/or development of databases for use in natural resource management activities. Summarizes data, makes calculations, and presents preliminary statistical analysis to the appropriate scientist. Gathers, analyzes, and interprets scientific data through development and use of computer software and automated systems. Performs work in support of the USDA Forest Service Integrated Resource Inventory Program.	Training in applicable subject areas.	A.) Successful completion of a full four-year course of study in an accredited college or university leading to a bachelor's or higher degree with at least 24 semester/36 quarter hours in biological sciences, agriculture, natural resource management, chemistry, or related disciplines appropriate to the position being filled. **OR** B.) Combination of education and experience: Courses equivalent to the requirements in A) above, plus appropriate experience or additional education.	6 months to 1 year experience.
Natural Resource Specialist II	Plans & administers recreation program activities. Manages or assists in the management of real property that is federally owned, owned by North American Indian tribes or tribal members, leased or held, or acquired through default of federally insured loans or through other federal programs. Grants easements, or issues leases, licenses, & permits for a variety of uses, both public and private, for rural property, undeveloped land, forest, or timberland, & associated mineral, timber, grazing, air, or water rights. Duties may include coordinating land use authorizations, such as federal mineral lease or special uses. Identifies unauthorized use of federally controlled property. Conducts inventories, utilization surveys, and/or compliance inspections. Resolves problems, including referring disputes for court actions. Participates in, coordinates, and/or manages natural resources programs & projects.	Training in applicable subject areas.	**BA or BS** in an accredited college/university with at least 24 year semester/36 quarter hrs in biological sciences, agriculture, natural resource managem	One year of specialized experience in collecting data and/or participating in experiments, studies, or investigations in fields of science concerned with living organisms, their distribution, characteristics, life processes, & adaptations & relations to the environment **OR** experience in natural resources management

	Participates in the development of natural resource plans and policies for the organization. Prepares reports & analyses that assess environmental conditions & impacts, such as biological opinions, evaluations, listing documents, endangered species recovery plans, and/or habitat conservation plans. Writes and/or reviews site-specific mitigating measures for environmental impact statements.		ent, chemistry, or related disciplines appropriate to the position.	
Natural Resource Specialist I	With minimal direction from supervisor, plans & administers recreation program activities. Manages or assists in the management of real property that is federally owned, owned by North American Indian tribes or tribal members, leased or held, or acquired through default of federally insured loans or through other federal programs. Grants easements, or issues leases, licenses, & permits for a variety of uses, both public and private, for rural property, undeveloped land, forest, or timberland, & associated mineral, timber, grazing, air, or water rights. Duties may include coordinating land use authorizations, such as federal mineral lease or special uses. Identifies unauthorized use of federally controlled property. Conducts inventories, utilization surveys, and/or compliance inspections. Resolves problems, including referring disputes for court actions. Participates in, coordinates, and/or manages natural resources programs & projects. Participates in the development of natural resource plans and policies for the organization. Prepares reports & analyses that assess environmental conditions & impacts, such as biological opinions, evaluations, listing documents, endangered species recovery plans, and/or habitat conservation plans. Writes and/or reviews site-specific mitigating measures for environmental assessments & environmental impact statements. Works independently.	Training in applicable subject areas.	BA/BS in an accredited college/university with at least 24 semester/36 quarter hrs in biological sciences, agriculture, natural resource management, chemistry, or related disciplines appropriate to position	**2 or more years experience**
Senior Archaeological Historian	Focuses on the identification, evaluation, registration, management, protection, preservation and conservation of archaeological resources of historic and cultural significance. This includes reviewing and interpreting related policy, regulations, and compliance requirements: conducting and overseeing the collection and analysis of technical data on archaeological sites; researching technical data to support evaluation; maintaining project information and preparing status reports; reviewing permit or grant applications for presentation to review panels; and making technical recommendations on preservation practices to local, state, and federal authorities, non-profit organizations and citizens. Experienced in the application of technical historic preservation principles to archaeological resources.	Training in applicable subject areas.	Minimum qualification of a Masters degree in archaeology, history or a related field is required.	5 or more years experience is required.
Senior Historian	This job requires the historian to research and write operational histories about archaeological sites. It requires superb research and writing skills. The historian will research in primary sources and oral history interviews in order to produce well-written, coherent operational histories, fully documented. There will be some travel involved in this position, including possible travel to overseas, austere locations to conduct oral history interviews and gather documentation.	Training in applicable subject areas.	Minimum qualification of a Masters degree in archaeology, history or a related field is required. Assignments are distinguished from those at preceding levels by their broader scope, relatively greater depth of	5 or more years experience is required.

			treatment, more varied subject matter, greater need for sound critical judgment, and the increasing number of considerations which must be taken into account.	
Administrative Officer	Administrative officer positions typically include such duties and responsibilities as the following, or comparable duties: 1. Helping management to identify its financial, personnel, and material needs and problems. 2. Developing budget estimates and justifications; making sure that funds are used in accordance with the operating budget. 3. Counseling management in developing and maintaining sound organization structures, improving management methods and procedures, and seeing to the effective use of men, money, and materials. 4. Collaborating with personnel specialists in finding solutions to management problems arising out of changes in work which have an impact on jobs and employees. 5. Advising on and negotiating contracts, agreements, and cooperative arrangements with other government agencies, universities, or private organizations.	Training in applicable subject areas.	A.B.A. in business	2 Years experience required.
Cultural Anthropologist III	Basic knowledge of professional activities and anthropological associations. Basic knowledge of concepts, information, and technology for ethnographic database development. General professional knowledge of the prehistory and ethnohistory of native cultures of the Americas; general familiarity with the history of the Americas from European contacts to the present. Basic knowledge of occupational and ethnic groups in North America (e.g., African Americans, Hispanics, Pacific Islanders, Asian-Americans) and of urban and rural communities traditionally associated with parks; basic knowledge of cultural/human ecology. Basic knowledge of the standards and methodologies of cultural anthropology, especially applied anthropology, including methods for documentary research, analysis, and ethnohistory. Basic knowledge of the theory, data, principles, and practices of cultural anthropology/ethnography, especially their pragmatic application to situations involving parks and contemporary peoples resulting from completion of an accredited curriculum leading to an undergraduate degree in anthropology. Basic knowledge of social/cultural organizational principles that support effective cross-cultural and multi-disciplinary teamwork. Ability to work in multi-disciplinary settings.	Training in applicable subject areas	Bachelor's Degree in anthropology and basic knowledge in cultural anthropology.	2 Years experience
Cultural Anthropologist II	Demonstrated competence in program development and implementation.Demonstrated participation in professional activities and anthropological associations.Knowledge of concepts, information, and technology for ethnographic database development.General professional knowledge of the prehistory and ethnohistory of native cultures of the Americas; general familiarity with the history of the Americas from European contacts to the	Training in applicable subject areas	A Master's Degree with a specialization in cultural anthropology is	7 years experience

	present.Knowledge of occupational and ethnic groups in North America (e.g., African Americans, Hispanics, Pacific Islanders, Asian-Americans) and of urban and rural communities traditionally associated with parks; general familiarity with cultural and social dynamics of ethnic, occupational, and park-associated communities and with issues of race, class, and ethnicity in the United States; general familiarity with cultural/human ecology.Knowledge of the standards and methodologies of cultural anthropology, especially applied anthropology, including methods for documentary research and analysis, ethnohistory, participant observation, oral history, surveys, demographic analysis, individual and group interviews, transect walks, place name analysis, social impact assessment, subsistence mapping, and rapid assessment techniques.Working knowledge of the theory, data, principles, and practices of cultural anthropology/ethnography, especially their pragmatic application to situations involving parks and contemporary peoples, resulting from completion of an accredited curriculum leading to an advanced degree in anthropology.Working knowledge of social/cultural organizational principles that support effective cross-cultural and multi-disciplinary teamwork; bilingual skills.		required.	
Cultural Anthropologist I	Demonstrated leadership abilities in program development and implementation. Demonstrated active participation in professional activities and anthropological associations. Authoritative knowledge of concepts, information, and technology for ethnographic database development. General professional knowledge of the prehistory and ethnohistory of native cultures of the Americas; general familiarity with the history of the Americas from European contacts to the present. Authoritative professional knowledge of occupational and ethnic groups in North America (e.g., African Americans, Hispanics, Pacific Islanders, Asian-Americans) and of urban and rural communities traditionally associated with parks; general familiarity with cultural and social dynamics of ethnic, occupational, and park-associated communities and with issues of race, class, and ethnicity in the United States; general familiarity with cultural/human ecology. Definitive knowledge of the standards and methodologies of cultural anthropology, especially applied anthropology, including methods for documentary research and analysis, ethnohistory, participant observation, oral history, surveys, demographic analysis, individual and group interviews, transect walks, place name analysis, social impact assessment, subsistence mapping, and rapid assessment techniques. Professionally authoritative, comprehensive, and current knowledge of the theory, data, principles, and practices of cultural anthropology/ethnography, especially their pragmatic application to situations involving parks and contemporary peoples, resulting from completion of an accredited curriculum leading to an advanced degree in anthropology. Authoritative knowledge of social/cultural organizational principles that support effective cross-cultural and multi-disciplinary teamwork, experience with conflict-resolution techniques; bi-lingual or multi-lingual skills.	Training in applicable subject areas	A Ph.D. with a specialization in cultural anthropology is required. Expertise in applied cultural anthropology	10 Years experience